

## Abstract

The objective of study entitled “Guideline for Morale Building on Working of Government Employees of Ministry of Social Development and Human Security” are study on morale level and also morale building in work of government employees by collecting information of government employees who work in central office for four years and continuing contracts with using questionnaires on 146 cases. Percentage, mean, standard deviation, t-test, and F-test were used as statistic analysis. The results of study are as follow;

The majority of samples are female, age between 26-35 years, Bachelor Degree, single, income within 10,001-15,000 ₱, working on Department of Social Development and Social Welfare. The personnel morale level on is higher than working level which presents on average. The managerial level should have wider vision, to access a good feeling to work by considering capacity, define evaluation performance system, participation on policy, consideration of salary, relationship among supervisors, colleagues as well as good workplace were suggested by the samples.

The study recommended that administrators should have working security policy by providing working assurance for government employees as well as evaluation performance system in committee structure. The regulatory system, extra payment system, welfare and other special compensations were also recommended. Moreover, comparison study with relocated employees, and advancement opportunities of the employees that affect to organizations or staffs development in order to build truly morale support for the employees.